IN THE CLAIMS:

Please modify the claims as set forth herein:

1. (Currently Amended) A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system comprising:

an integration engine for automatically capturing from an external system performance measurement data concerning performance of employees;

a database connected to the integration engine for storing received performance measurement data;

configuration functions comprising:

an employee setup function ~~comprising~~including means for creating a database record for an employee, and

an objective function ~~comprising~~including means for configuring objectives for employee performance,

a data dictionary function including means for creating a data dictionary item defining how performance measurement data imported into the system is processed and displayed, said data dictionary function including menu means for creating a database field, defining formulas by which the database field is calculated, and establishing rules to determine how a result obtained for the database field is entered, displayed and calculated;

2

an information management function ~~comprising~~including means for processing said stored performance measurement data according to an objective to generate employee performance management data;

a database ~~comprising~~including means for storing said employee performance management data and for interfacing with the configuration and information management functions.

2.   (Original)   A performance management system as claimed in claim 1, wherein the configuration functions comprise an objective group function for creating an objective group of objectives to which similar weightings are applied and for associating an employee record with said objective group.

3.   (Currently Amended) A performance management system as claimed in claim 1, wherein the configuration functions further comprise:

a function for generating an appraisal ratings group of ratings defining how an employee is appraised with reference to objectives, and

~~a data dictionary function comprising means for creating a data dictionary item defining how raw data imported into the system is processed and displayed, and~~

means in the objective function for associating an objective with an appraisal rating group and with a data dictionary item.

3

4.   (Original)   A performance management system as claimed in claim 1, wherein the configuration functions comprise an objective wizard function for configuring objectives for employee and team performance.

5.   (Currently Amended) A performance management system as claimed in claim 4, wherein the objective wizard function ~~comprises means for prompting~~prompts input of ~~an~~ objective description, appraisal definitions, and a rating calculation.

6.   (Currently Amended) A performance management system as claimed in claim 1, wherein the configuration functions comprises a KPI wizard function ~~comprising means~~ for prompting user input of organisation-level ratings and thresholds.

7.   (Currently Amended) A performance management system as claimed in claim 6, wherein the configuration functions comprise a KPI group review configuration function ~~comprising means~~ for grouping KPIs together for reporting purposes, and the information management functions comprise a KPI group review function ~~comprising means~~ for outputting group review data.

8.   (Currently Amended) A performance management system as claimed in claim 1, wherein the user interface, the configuration functions, and the ~~performance~~information management functions together have a structure of classes for instantiating objects in a user interface layer, a business logic layer, and a data services layer.

9.   (Currently Amended) A performance management system as claimed in claim 8, wherein the business logic class instantiates business logic objects having code of a configuration or an information function, and ~~means for terminating~~terminates the object at the end of a user session.

4

10. (Original) A performance management system as claimed in claim 9, wherein the business logic layer executes on a business server.

11. (Currently Amended) A performance management system as claimed in claim 10, wherein the data services layer comprises a class for instantiating data services objects residing on a database server, and means for terminatingterminates said objects after a user session.

12. (Original) A performance management system as claimed in claim 10, wherein the system comprises a transaction server for executing data services layer functions.

13. (Currently Amended) A performance management system as claimed in claim 12, wherein the transaction server comprises means for maintainingmaintains a pool of data services objects together and for maintainingmaintains a pool of database connections.

14. (Original) A performance management system as claimed in claim 10, wherein dynamic library links for the objects are registered using proxy stub pairs on both a client and a server.

15. (Currently Amended) A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system comprising:

an integration engine for automatically capturing from an external system performance measurement data concerning performance of employees;

a database connected to the integration engine for storing received performance measurement data;

5

a configuration function comprising means for generating an appraisal ratings group of ratings defining how an agent is appraised with reference to objectives;

a configuration data dictionary function comprising means for creating a data dictionary item defining how ~~raw~~ performance measurement data imported into the system is processed and displayed, said data dictionary function including menu means for creating a database field, defining formulas by which the database field is calculated, and establishing rules to determine how a result obtained for the database field is entered, displayed and calculated;

a configuration objective function comprising means for configuring objectives for employee performance, said objective function including means for associating an objective with an appraisal ratings group and with a data dictionary item;

a configuration employee setup function comprising means for creating a database record for an employee;

a configuration objective group function comprising means for creating an objective group of objectives to which similar weightings are applied, and for associating an employee record with said objective group;

an information management function comprising means for ~~capturing raw data, and for~~ processing said stored performance measurement data according to data dictionary items for said objectives and objective groups to generate employee performance management data for an employee record associated with the objective group; and

a database comprising means for storing said employee performance management data and for interfacing with the configuration and information management functions.

16. (New) The performance management system as claimed in claim 15, wherein the menu means for creating the database field includes data entry options to describe the database field, to specify an organizational hierarchical level for said field, and to set a data measurement period.

17. (New) The performance management system as claimed in claim 15, wherein the menu means for defining formulas includes data entry options for relating at least two fields with a selected operator.

18. (New) The performance management system as claimed in claim 15, wherein the menu means for establishing rules includes data entry options for specifying a display mask format and for enabling manual data entry and override capabilities.

19. (New) The performance management system as claimed in claim 1, wherein the menu means for defining formulas includes data entry options for relating at least two fields with a selected operator.

20. (New) The performance management system as claimed in claim 1, wherein the menu means for establishing rules includes data entry options for specifying a display mask format and for enabling manual data entry and override capabilities.